



State Employee Benefits Committee
Group Health Program FY16 Planning
March 20, 2015



Objectives for Today's Discussion

- **Review Budget Projections for FY16 through FY15Q2**
- **Review FY16 Rates**
 - **Health Care Rates with \$26.1M General Fund**
 - **Risk Adjustment Fee for Participating Groups**
 - **Dental and Vision Rates**
- **Next Steps**
- **Recommendation**

FY16 Group Health Fund Projections

	February 2015
FY 2016 Expenditure Projections (includes ACA fees, estimated rebates, adjustments for EGWP subsidies and reinsurance reimbursements, and the cost of covering ACA requirements for preventive care and out-of-pocket limits)	(\$743.0M*)
FY2016 Revenue Projections (based on current FY2015 Rates)	\$626.7M
Total Deficit Prior to General Fund Allocation	(\$116.3)
Additional Revenue based on FY2016 General Fund allocation of \$26.1M	\$56.2M
Remaining Deficit for FY16	(\$60.1M)

*Reflects trend increase (5.5%)



Review FY16 Rates

- **Health Care Rates with \$26.1M General Fund**
- **Risk Adjustment Fee for Participating Groups**
- **Dental and Vision Rates**

FY16 Plan Rates assuming \$26.1M General Fund Increase

		Total Monthly Rate	Funded State Share Rate	Employee/Pensioner Rate	\$ Increase in Employee/Pensioner Rate
First State Basic Plan					
Employee	540	\$602.80	\$578.66	\$24.14	\$2.14
Employee & Spouse	96	\$1,247.20	\$1,197.32	\$49.88	\$4.42
Employee & Child(ren)	121	\$916.34	\$879.68	\$36.66	\$3.26
Family	126	\$1,559.04	\$1,496.70	\$62.34	\$5.52
CDH Gold					
Employee	808	\$623.88	\$592.70	\$31.18	\$2.76
Employee & Spouse	231	\$1,293.60	\$1,228.94	\$64.66	\$5.72
Employee & Child(ren)	325	\$953.22	\$905.56	\$47.66	\$4.22
Family	319	\$1,643.42	\$1,561.24	\$82.18	\$7.28
Aetna HMO					
Employee	1,249	\$629.32	\$588.42	\$40.90	\$3.62
Employee & Spouse	423	\$1,326.86	\$1,240.60	\$86.26	\$7.64
Employee & Child(ren)	679	\$962.72	\$900.14	\$62.58	\$5.54
Family	802	\$1,655.64	\$1,548.02	\$107.62	\$9.54
BlueCARE® HMO					
Employee	5,240	\$629.84	\$588.90	\$40.94	\$3.64
Employee & Spouse	2,022	\$1,331.06	\$1,244.54	\$86.52	\$7.66
Employee & Child(ren)	3,335	\$963.68	\$901.04	\$62.64	\$5.54
Family	3,864	\$1,660.70	\$1,552.74	\$107.96	\$9.56
Comprehensive PPO Plan					
Employee	9,271	\$688.20	\$597.02	\$91.18	\$8.08
Employee & Spouse	3,976	\$1,428.06	\$1,238.86	\$189.20	\$16.74
Employee & Child(ren)	4,438	\$1,060.62	\$920.10	\$140.52	\$12.44
Family	5,556	\$1,785.30	\$1,548.76	\$236.54	\$20.94
Port POS Plan					
Employee	141	\$521.66	\$521.66	\$0.00	\$0.00
Employee & Spouse	37	\$1,292.18	\$1,292.18	\$0.00	\$0.00
Employee & Child(ren)	43	\$785.06	\$785.06	\$0.00	\$0.00
Family	47	\$1,305.04	\$1,305.04	\$0.00	\$0.00
Medicfill Rates with EGWP Offset Effective Jan 2016 for pensioners retired prior to July 1, 2012					
Subscriber	20,077	\$398.24	\$398.24	\$0.00	\$0.00
Subscriber no Rx	639	\$225.78	\$225.78	\$0.00	\$0.00
Medicfill Rates with EGWP Offset Effective Jan 2016 for pensioners retired after July 1, 2012					
Subscriber	879	\$398.24	\$378.32	\$19.92	\$1.78
Subscriber no Rx	24	\$225.78	\$214.50	\$11.28	\$0.99
Enrollment as of 12/31/14					

Risk Adjustment Fee for Participating Groups

- **15% risk adjustment fee charge to all Participating Groups**

FY16 Dental and Vision Plan Rates

	FY15 Current Rates	FY16 - Year Five	Total Increase over FY15
Delta Dental PPO Plan			
Employee	\$34.24	\$35.34	\$1.10
Employee & Spouse	\$69.90	\$72.14	\$2.24
Employee & Child(ren)	\$68.62	\$70.82	\$2.20
Family	\$114.52	\$118.18	\$3.66
Dominion Dental HMO Plan			
Employee	\$23.80	\$24.74	\$0.94
Employee & Spouse	\$44.24	\$46.00	\$1.76
Employee & Child(ren)	\$47.68	\$49.58	\$1.90
Family	\$64.74	\$67.32	\$2.58
EyeMed Vision Plan			
Employee	\$6.30	\$6.30	\$0.00
Employee & Spouse	\$9.94	\$9.94	\$0.00
Employee & Child(ren)	\$10.14	\$10.14	\$0.00
Family	\$16.36	\$16.36	\$0.00

Next Steps

- **Move forward with 2015 Open Enrollment for employees and retirees – May 11 – May 28, 2015**
- **Review FY16 DelaWELL proposal**

Committee Recommendation

- **Approve FY16 rates on Slide 5 with \$26.1M General Fund increase**
- **Approve 15% risk adjustment fee for Participating Groups**